

Leadership Link

Web site: <http://www.lincoln.ne.gov/city/person/NMA-1index.htm>

October 2005

Volume 9, Issue 4

NMA: The Leadership Development Organization

CALENDAR OF EVENTS

November 1

Breakfast meeting
7:30 a.m.
1st Choice Credit Union
Chief Tom Casady

November 16

Board of Directors
11:30 a.m.

December 6

Luncheon meeting
11:30 a.m.
UNL Champions Club
Kate Witek

December 21

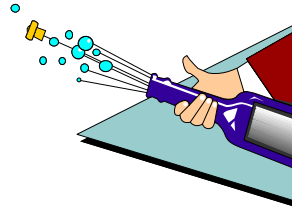
Board of Directors
11:30 a.m.

January 11

Breakfast meeting
7:30 a.m.
1st Choice Credit Union
Lt. Gov. Rick Sheehy

January 19

Board of Director
11:30 a.m.



CONGRATULATIONS

LEADERSHIP LINK AND THE NEBRASKALAND COUNCIL

Leadership Link received the Outstanding Chapter Award at the National NMA Conference in Reno, Nevada on October 1-4, 2005. All the members of Leadership Link that volunteered their time to a community service or organization during the 2004/2005 year are to be congratulated. Because of your service to the community and reporting this to Donna Barrett, former Chair of the Community Service Committee, Leadership Link was awarded 1st Place in Community Service. Both of these awards would not have been possible to achieve without our members. Colleen Floth, accepted these awards on behalf of Leadership Link. These awards are on display outside of the City/County Personnel Department, please stop by and see them.



**Leadership Link
Chapter #517
P.O. Box 85224
Lincoln, NE
68501-5224**



The Nebraskaland Council was awarded an Outstanding Council Award for 2004/2005 year. Colleen Floth, Secretary of the Council, Jan Lehmkuhl, National Director, Jacki Allensworth, Nebraska State Government Chapter, Steve Bolar and Dave Hanson, Lennox Marshalltown, accepted this award on behalf of the Council. Leadership Link is proud to be a part of such an outstanding Council.

LEADERSHIP LINK EXECUTIVE BOARD

Meetings are held the third Thursday of the month.

President

Julie Peter
441-7463

President Elect

Donna Barrett
441-6157

Secretary

Colleen Andrews
441-3846

Treasurer

Steve Owen
441-5925

Past President

Vacant

Award Committee

Mary Johnson
441-8262

Community Services

Martha Hakenkamp
441-6154

Member Relations

Pat Kant
441-7880

Program Committee

Trish Owen
441-7488

Professional Development

Pat Kant
441-7880

Public Relations

Colleen Floth
441-8690

Web Site

Doug Thorpe
441-7531

Nebraskaland Council

Colleen Floth
441-8690
Julie Peter
441-6085

National Director

Jan Lehmkuhl
479-5714
Associate Director

HIGHLIGHTS OF THE NMA NATIONAL CONFERENCE

BY Colleen A. Floth

The National NMA Conference started with the American Enterprise Speech Contest Finals with six young people giving some of most outstanding speeches I have ever heard. I am glad I was not one of the judges because this had to be one of the hardest jobs they had to do. The purpose of the Speech contest is to promote a better understanding of the American Enterprise System among high school students. This contest also provides an incentive for the development of communication skills, which are vital to those entering the workforce. Besides what the contestants receive on the local and regional level, at the National level, the winner is awarded a \$10,000 Savings bond, 2nd place, \$5,000 Savings bond, 3rd place, a \$3,00 Savings bond. 4th-6th place received \$500 cash. This year winner was Micah Derry from the Northeast Region. Micah is a native of Dover, Ohio, and plans to attend Patrick Henry College in Virginia where he will major in public policy.

Also recognized at the conference was Member of the Year, Roger Alexander. Roger is from Lockheed Martin Leadership Association Marietta, Georgia. Mr. Brewster H. Shaw, Executive Vice President and Chief Operating Officer, for United Space Alliance, LLC, was named Executive of the Year. Ms. Florine Mark was awarded the 2005 NMA Hall of Fame Recipient. Ms. Mark is President and Chief Executive Office of the W.W. Group, Inc. She is the first woman to receive this honor.

On Sunday, "NMA proudly presented the 2005 Parade of Stars" which was the theme for the recognition luncheon where the Chapters and Councils were recognized for their accomplishments over the past year. Leadership Link was awarded two awards, the Outstanding Chapter Award and 1st Place Community Services Award. It was an honor for me to be able to accept these two awards on behalf of Leadership Link.

Besides the luncheons and dinners where people received these great awards, were excellent workshops on various subjects. I have returned to Lincoln "fired up" with new information to share with the Board of Directors on new and exciting items to offer the membership.



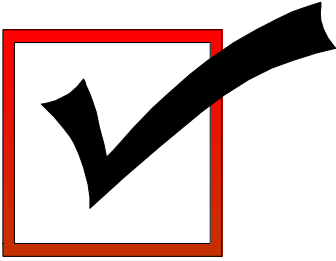
NMA National Officers



Pictured left to right: Eddie C. Williams, Secretary, Wendell M. Pichon, Chairman of the Board, Cay Robertson, Vice Chairman, and Alan R. Watson, Treasurer.

360-Degree Performance Appraisal

an innovative performance appraisal tool



Dr. Lynn Harland, Associate Professor and Chair of the UNO Marketing & Management Department, was the October Leadership Link speaker at UNL's Champions Club. She spoke to the group on an innovative performance appraisal tool, the 360-Degree Performance Appraisal.

Dr. Harland discussed this multi-rater process, in which feedback differs from traditional performance appraisals in that the supervisor is not the only source of performance feedback, providing a more comprehensive feedback process for the

employee. She indicated that potential raters in the process could consist of supervisors, peers within the department, peers outside of the department, subordinates, internal and external customers and the employee themselves.

Harland stressed that some organizations have a low trust culture. In these organizations, the 360-degree feedback is probably going to be less effective than in high trust organizations due to paranoia about providing negative feedback. Harland said that low trust cultures are often where feedback of any sort is sorely lacking and could be most beneficial.

Dr. Harland discussed that the 360-Degree Appraisal is more time consuming and expensive to perform and that organizations that don't intend to follow-up or to utilize the feedback should think twice about using this tool. However, when used to its fullest extent, this performance tool can provide valuable personal and organizational feedback to increase efficiency and employee trust in the organization.

CERTIFIED MANAGER'S PROGRAM

When members hear about the Certified Manager's Program, most ask "what is it?" and "what is the benefit of becoming a CM?" Most managers and supervisors acquired these positions because they just happen to be the best in their field, but most have had little or no formal management training. The CM program was created to provide this essential direction to current management or people who have goals of becoming managers.

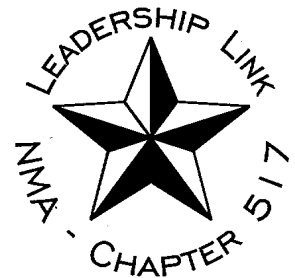
The objectives are to recognize management as a profession, to provide a direction of study in the field of management, to provide an objective third-party evaluation of managerial competence, and to recognize demonstrated competence in management.

For individuals, certification validates management knowledge and experience, promotes study or review of management principles and practices that can lead to improved job performance and positions of greater responsibility, provides a tangible credential to strengthen your resume and lend authority to business communications, demonstrates individual initiative and commitment to leadership development, and provides professional recognition and personal satisfaction.

"How do I become certified?" You fill out an application and upon approval, you must successfully pass a three-part examination. This exam consists of Management Skills I:

Foundation of Management, Management Skills II: Planning and Organizing, and Management Skills III: Leading and Controlling. These may be taken via computer or pencil and paper. You must pass all three parts within 15 months. The fee for each part of the exam is \$95.00. Most people take the exams on the computer and all are password protected for security and may be taken on any computer with Windows.

In the past several years, the Nebraskaland Council has sponsored a "study group" in which the facilitator has been a person who is a Certified Manager. In order for the study groups to be successful, there should be a minimum of six participants. Last year the Nebraskaland Council did not sponsor a study group due to the lack of interest in the Nebraska and Iowa Chapter's. If you are interested or want more information on the Certified Manager's Program, please contact Colleen Floth by calling her at 441-8690 or email at cfloth@lincoln.ne.gov. The Nebraskaland Council will be making a decision at their quarterly meeting on December 7, 2005, on whether to sponsor a study group. This decision will depend on how many people are interested in the study groups.





MARK YOUR CALENDARS

Police Chief Thomas K. Casady will be our speaker at the November 1st monthly meeting. He will be speaking on "The Intriguing Uses of Geographic Information Systems (GIS)." This meeting will be held at 1st Choice Credit Union, 21st & N Streets, beginning at 7:30 a.m. Breakfast will be catered.
Cost: \$9.00 members
\$12.00 nonmembers

Kate Witek, Auditor of Public Accounting, will be the speaker at the December 8, 2005. She will be speaking on "Accountability in Government." The meeting will be held at the Champions Club on the UNL Campus. The meal will be catered by Chances R.
Cost \$9.00 members
\$12.00 nonmembers

Hope to see you all there!

Officer Spotlight

Mary Johnson has been an active member of Leadership Link for several years. She is currently the Chair of the Awards Committee and was the Chair of that Committee several years ago.

Q: If you could take a famous person to dinner, who would it be and why?

A: I would take Hillary Clinton to lunch. I think she would be an interesting lady to interview and I would like to know what her future political endeavors might be for the next Presidential race.

Q: In your free time, what hobbies, interest or passions do you pursue?

A: I do not have many hobbies. I like to plant flowers and vegetables, however, I don't like to pull weeds when it gets hot. My husband and I also attend the UNL Women's Basketball games, which includes some bus trips to watch them play on the road

Q: What is your favorite restaurant(s)?

A: The Outback Steakhouse is where I like to go on special occasions like my birthday and wedding anniversary.

Q: Why did you join Leadership Link and become a Committee Chair?

A: I joined to meet other City employees. After attending several lunch meetings I felt the organization would also provide an outlet for professional development. The people in the organization have a wealth of information to share. When one of the Board members asked me to chair a committee, I felt that it was my turn to make a contribution to Leadership Link.

Q: If you could build your dream home anywhere in the world, where would it be and why?

A: I would build my dream home in Payson, Arizona. This would be my preference for a winter home. My second choice would be in the mountains in close proximity to Fort Collins, Colorado.

Q: What is your horoscope sign and does it fit you?

A: I am a Libra and they are cultured, refined, stylish and have a great love for beauty. They hate conflict and will avoid it if at all possible, and have a strong sense of justice. I feel the sign fits me quite well, as I don't like conflict and will try to avoid being in the middle of any confrontation. A keyword for Libra is harmony and I personally like my life being in harmony.



COMMUNITY SERVICES

By Martha Hakenkamp

Leadership Link displayed its community spirit this month when it donated \$25 to the Center for People in Need Giving Thanksgiving Food campaign. This year, as in the past, the Center for People in Need will provide a \$10 grocery store voucher to qualifying families in Lincoln so that they may share in the tradition of Thanksgiving.

Want to continue the spirit of giving? This year the Board of Directors has chosen the 2005 Tree of Love campaign for its holiday community service project. This is the 19th year that the Lincoln Area Agency on Aging and Wells Fargo have teamed together to ensure that older people will be remembered and receive a gift they wished for during the holidays. The project began with Lancaster Manor in 1987, and has grown to include eight facilities and more than 1000 residents. Each nursing home provides the first name and gift wish of their residents and LAAA Volunteer Programs places these wishes on ornaments to be placed on trees in all the Wells Fargo Bank facilities. People in the community are asked to come to Wells Fargo, remove an ornament, write their own name on the thank you ornament which remains on the tree, purchase and wrap the suggested gift and return it to any Wells Fargo Bank.

Leadership Link members will have first dibs on granting the holiday wishes of some of the Lancaster Manor residents. Sign up at the November 1st breakfast meeting or email mhakenkamp@lincoln.ne.gov if you want to be on Santa's email list! Sometime during the third week of November, you will be one of the first to choose an ornament and get shopping. Ornaments will also be available to select during the December luncheon and at all Wells Fargo locations beginning November 18th.

**Please help make this years holiday project as successful as previous years.
After all, Christmas isn't just for kids!**

Changes for NMA

New & Improved

In 1919, Charles Kettering, introduced the idea of professional development for front line supervisors in Dayton, Ohio, and as a result the National Association of Foreman was formed in 1925. In the late 1950's the Association adopted a broader mission to include all levels of management. Today the idea of a team environment has again changed the operation of many organizations and many NMA Chapters are open to all who are managers, supervisors or who are aspiring to become a manager or supervisor. Due to changes in the business world, NMA has changed their name. The new name is NMA: The Leadership Development Organization. This change also reflects the purpose of NMA to provide management and leadership development opportunities. NMA has developed new professional development projects, so watch for upcoming information.

DECEMBER 2005 JOIN LEADERSHIP LINK AND WE WILL WAIVE THE INITIATION FEE

FREE FEES If you know someone who would be interested in joining Leadership Link, this would be a great time to encourage them to join. During the month of December 2005, NMA is waiving its customary initiation fee of \$25 for new members. Member dues are only \$6.00 per month and can be payroll deducted. For about twenty cents a day you can take advantage of this offer and join more than 90 other City and County employees in our local NMA!

As you may know, Leadership Link Chapter #517 is a local chapter of the National Management Association (NMA) representing both City of Lincoln and Lancaster County employees with membership open to all employees including the Lincoln Electric System, Lincoln Housing Authority, and First Choice Credit Union. During this last year we expanded our invitation list for our meetings to reach potential members that may be unfamiliar with our organization.

The Chapter's primary mission is to provide quality management and leadership development opportunities. In order to continue to provide these valuable educational programs we are heavily dependent on maintaining and recruiting a diverse membership. We believe leadership Link can enhance professional growth by providing managers, supervisors and line staff with diverse backgrounds the opportunity to come together for professional development and training. The broad range of disciplines represented in Leadership Link provides a great opportunity for networking and learning from other members. This remains our fundamental purpose and is unique outside other professional associations available to staff.

Additional details on the benefits of membership are on line on the Leadership Link web site at <http://www.lincoln.ne.gov/city/person/NMA-1/whyjoin.htm>. An application form and brochure are available on the website as well. Please feel free to contact Pat Kant, Member Relations Chair, at 441-780 or by email at pkant@lincoln.ne.gov for any other questions you may have. We hope you can recruit individuals to join us in the month of December and take advantage of this opportunity to learn and grow professionally with your peers.

Great Pumpkin Tips for a Safe Halloweenie

Leadership Link wishes every a Happy Halloween and want everyone to have a fun and safe day so here are some tips:

- Plan costumes that are bright and reflective.
- Make sure that shoes fit well and that costumes are short enough to prevent tripping, entanglement or contact with flame.
- Consider adding reflective tape or striping to costumes and trick-or-treat bags for greater visibility.



- Secure emergency identification (name, address, phone number) discreetly within Halloween attire or on a bracelet.
- Because a mask can limit or block eyesight, consider non-toxic and hypo-allergenic makeup or a decorative hat as a safe alternative.
- When shopping for costumes, wigs and accessories, purchase only those with a label indicating they are flame resistant.
- Think twice before using simulated knives, guns or swords. If such props must be used, be certain they do not appear authentic and are soft and flexible to prevent injury.
- Obtain flashlights with fresh batteries for all children and their escorts.
- Openly discuss appropriate and inappropriate behavior at Halloween time.
- Always keep Jack O' Lanterns and hot electric lamps far away from drapes, decorations, flammable materials or areas where children and pets will be standing or walking.
- Remind all household drivers to remain cautious and drive slowly throughout the community.
- Adult partygoers should establish and reward a designated driver.
- Wait until children are home to sort and check treats.
- Try to apportion treats for the days following Halloween.

N.M.A. STATEMENT OF PRINCIPLES

- NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement:
- We believe in the highest standards of personal and organizational integrity and respect for the individual.
- We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- We believe that individuals and organizations have a community and civic responsibility.

CODE OF ETHICS

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.
- I will assume that all individuals want to do their best.
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
- I will keep informed on the latest developments in techniques, equipment, and processes.
- I will recommend or initiate methods to increase productivity and efficiency.
- I will support efforts to strengthen the management professional through training and education.
- I will help my associates reach personal and professional fulfillment.
- I will earn and carefully guard my reputation for good moral character and good citizenship.
- I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.